



SACHI A. HAMAI
Interim Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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September 8, 2015

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To: Supervisor Michael D. Antonovich, Mayor
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From: Sachi A. Hamai
Interim Chief Executive Officer

DEPARTMENT OF HUMAN RESOURCES REQUEST FOR SALARY PLACEMENT UPON APPOINTMENT TO THE POSITION OF ASSISTANT DIRECTOR, HUMAN RESOURCES (UNCLASSIFIED) FOR MR. MICHAEL LYND

The Department of Human Resources (DHR), with the support of the Interim Chief Executive Officer (CEO), requests approval to appoint Mr. Michael Lynd to the position of Assistant Director, Human Resources (UC), Item No. 1918, at an annual base salary of \$177,000. This salary recommendation includes consideration of the October 1, 2015, MAPP Tier II Merit Step Advancement that Mr. Lynd would be eligible for as Senior Human Resources Manager. The base salary placement onto Management Appraisal and Performance Plan (MAPP) Tier I, Salary Range R17 (the Board-approved range for this position), will place Mr. Lynd below the control point of the range. This salary is recommended based on Mr. Lynd's extensive experience and the role and responsibilities he will perform as Assistant Director, Human Resources, for DHR.

As Assistant Director, Mr. Lynd will report directly to the Department's Chief Deputy Director and will oversee Branch II of the Department, which is comprised of the following divisions: Advocacy and Mediation Services, HR Departmental Support, HR Impact, and Equity Investigations.

Mr. Lynd has over 30 years of experience in human resources management. Currently, he is serving as the Senior Human Resources Manager over the County Equity Investigation Division of DHR. Prior to joining the County, Mr. Lynd was the Director,

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Human Resources, of a regional Kaiser Permanente operations from August, 2006, to July, 2011. While at Kaiser Permanente, Mr. Lynd also was a Senior Manager, Labor Relations, from September, 2005, to August, 2006; a Human Resources Leader from March, 2001, to September, 2009; and Senior Labor Relations Representative from June, 1997, to March, 2001.

Mr. Lynd has a Bachelor of Business Administration, Human Resources Management, from American Intercontinental University, Hoffman Estates, Illinois.

In accordance with current practices on managerial appointments, unless otherwise instructed by the Board by September 21, 2015, the Chief Executive Office will advise the Department of Human Resources to proceed with Mr. Lynd's appointment to Assistant Director, Human Resources (UC), at an annual base salary of \$177,000 effective no sooner than September 22, 2015.

If you have any questions regarding this matter, please contact Maryanne Keehn at (213) 974-0470.

SAH:JJ:MTK
NV:SO:rld

c: Executive Office, Board of Supervisors
County Counsel
Human Resources